Safe Zone Training
Ball State University

www.bsu.edu/safezone
# Table of Contents

Guidelines/Ground rules........................................................................................................2
GLB Definitions.....................................................................................................................3
GLBT History.........................................................................................................................8
Tips for working with GLBT Youth.......................................................................................14
BINGAY................................................................................................................................21
Ally Development..................................................................................................................17
Identity Development Scenarios..........................................................................................19
Theories of Sexual Identity Development...........................................................................20
Facts Regarding Issues Transgender Individuals Face.........................................................24
Heterosexual Questionnaire.................................................................................................25
Heterosexual Privilege Checklist.........................................................................................26
Heterosexist Normativity Exercise......................................................................................27
Issues Transgendered Students Face...................................................................................28
Hello Out There..................................................................................................................29
Transgender Definitions.......................................................................................................30
How can your campus be more trans-inclusive?.................................................................31
Case studies for transgender students...............................................................................33
Case studies for faculty and staff.......................................................................................34
How to be an ally for transgender and intersex individuals...............................................37
Safe Zone Scenarios............................................................................................................39
LGBT Resources..................................................................................................................40
Guidelines/Ground Rules

- Confidentiality
- No assumptions
- Stay engaged
- Stretch yourself to actively participate
- Safety doesn’t equal comfort
- Share air time – allow others to speak (step forward, step back)
- What is said here stays here. What is learned here leaves here.
- Redefine your comfort zone
- Be aware of multiple identities that come into play for others as well as yourself.
Gay, Lesbian, Bisexual and Transgender Definitions

Alli: a person who is a member of a dominant or majority group who works to end oppression in her or his personal and professional life through support of, and as an advocate for, the oppressed population (the LGBT community) *

Biphobia: an irrational, hostile fear and/or prejudice against bisexuals; the belief or idea that bisexuality does not exist, or that it is just a phase. Not only heterosexuals but also people who are lesbian, gay, or transgender can be biphobic

Biological Sex: the anatomical, physical and physiological body parts a person has; one’s biological sex can be female, male, or intersex*

Bisexual: shortened version is bi. A person who is attracted to two sexes or two genders, but not necessarily simultaneously or equally, typically men and women (there are not only two sexes, see intersex and transsexual and transgender) *

‘Coming Out’: short version of the phrase ‘coming out of the closet’, refers to the process of ‘coming out’ by disclosing one’s sexual orientation or gender identity to people who did not know before *

Cross-Dresser: a person who enjoys wearing clothes and accessories typically worn by those of a different gender; cross-dressers may have any sexual orientation (heterosexual, gay, lesbian, bisexual); contrary to popular belief, the overwhelming majority of male cross-dressers identify as straight and often are married

Domestic Partner: One who lives with their beloved and/or is at least emotionally and financially connected in a supportive manner with another. Another word for spouse, lover, significant other, or partner *

Drag: The act of dressing in gendered clothing as part of a performance. Drag Queens perform in highly feminine attire and Drag Kings perform in highly masculine attire. Drag may be performed as a political comment on gender, as parody, or simply as entertainment. Drag performance does not indicate sexuality, gender identity, or sex identity

FTM: Female-to-Male Transsexual, see also transsexual
**Gay**: a male whose sexual orientation is towards other males, although often used as an umbrella term for the LGBT community *

**Gender Identity**: a person's internal sense of being a man, a woman, or a differently gendered person (some people feel that their gender is neither male nor female) *

**Gender Role**: socially constructed behavior expectations associated with being male or female (i.e. males should act a certain way, and do certain things, females should act a certain way and do certain things) *

**Heterosexism**: the belief or assumption that everyone is, or should be heterosexual; the idea that being heterosexual is normal, natural, and healthy, and all other people are somehow unnatural, abnormal, and unhealthy*

**Heterosexual**: a male whose sexual orientation is towards females or a female whose sexual orientation is towards males, also referred to as straight*

**Homophobia**: an irrational, hostile fear and/or prejudice against gay men and lesbians*

**Homosexual**: a male whose sexual orientation is towards other men or a female whose sexual orientation is towards females; homosexual males typically prefer the term gay, and homosexual females typically prefer the term lesbian*

**Institutional Oppression**: traditions or practices which formally or informally have excluded people from certain privileges or benefits (i.e. denying marriage to LGBT people)*

**Internalized Biphobia**: when a person who is bisexual is uncomfortable or not accepting of his/her own sexual orientation, this is because the person has been taught by society and possibly his or her community that being bisexual is unacceptable, immoral, does not exist, or is a phase, see also: biphobia

**Internalized Transphobia**: when a person who is transgender is uncomfortable or not accepting of his/her own gender identity; this is because the person has been taught by society and possibly her or his community that all men are a certain way, and that all women are a certain way, and that transgressing these norms is unacceptable, or immoral, see also: transphobia

**Internalized Homophobia**: when a person who is lesbian or gay is uncomfortable or not accepting of his/her own sexual orientation; this is because the person has been taught by society and possibly his or her community that being lesbian or gay is unacceptable, or immoral, see also: homophobia
**Intersex:** a person whose anatomical sex is neither male nor female; a person who has both partially male and female sexual anatomy; formerly referred to as ‘hermaphrodites’

**Invisible minority:** a group whose minority status is not always immediately visible, such as some disabled people and LGBT people*

**Lesbian:** a woman whose sexual orientation is towards other women*

**LGBT:** umbrella acronym for lesbian, gay, bisexual, transgender, the letters may be in any order (BTLG, TLBG, etc.)*

**MTF:** stands for Male-to-Female Transsexual, see *transsexual*

**Queer:** an umbrella term for all people whose sexual or gender identities transcend traditional norms of heterosexuality and maleness or femaleness; often has a political reclaimed connotation associated with activism and social justice*

**Sexual behavior:** refers to actions that a person takes, usually *but not always* based on the person’s sexual orientation

**Sexual identity:** how people refer to themselves about their sexuality; people who are not out of the closet may not necessarily identify as lesbian, gay, bisexual, or transgender, even if internally that is how they feel*

**Sexual orientation:** the ongoing process of sexual or romantic attraction to a particular group of people; is an internal phenomenon, and can most always be classified as heterosexual, homosexual, or bisexual*

**SRS:** Acronym for sexual reassignment surgery, the self-selected surgery of transsexuals to make their bodies and their gender identity match

**Transgender:** 1) Transgender (sometimes shortened to trans or TG) people are those whose psychological self (gender identity) differs from the social expectations for the physical sex with which they were born. To understand this, one must understand the difference between biological sex, which is one’s body (genitals and chromosomes), and social gender, which refers to levels of masculinity and femininity. Often, society conflates sex and gender, viewing them as the same thing. But gender and sex are not the same thing. Transgender people are those whose psychological self (gender identity) differs from the social expectations for the physical sex with which they were born, i.e. a female with a masculine gender identity or who identifies as a man. Transgender is not a sexual orientation; as transgender people may have any sexual orientation*
**Transition:** a complicated, multi-step process that can take years as transsexuals align their anatomy with their sex identity; this process may ultimately include sexual reassignment surgery (SRS)

**Transphobia:** an irrational, hostile fear and/or prejudice against transgender people

**Transsexual:** a person who whose gender identity and physical body are not the same, who wishes to alter his or her body through hormones or surgery, not all transsexuals can have or desire surgery

**Transvestite:** individuals who wear the clothing socially assigned to a gender not their own, but are comfortable with their anatomy and do not wish to change it (i.e. they are not transsexuals), these people derive sexual pleasure from dressing this way
1566: In Florida, a Frenchman is accused of being a "sodomite" and is murdered by the Spaniards (first recorded gay hate crime in the U.S.).

1869: First use of the word "homosexual"; in 1886, the word becomes a medical and psychiatric term classified as "degenerate."

1895: English dramatist Oscar Wilde is sentenced to two years at hard labor for being gay; he dies five years later at age 46.

1914: In Oregon, a dictionary of criminal slang is published, containing first printed use of the derogatory word "faggot" to refer to male homosexuals.

1919: U.S. military revises the Articles of War to make sodomy a felony.

1924: First gay organization, Society for Human Rights, was started in Chicago.

1931: First woman to win Nobel Peace Prize: Jane Addams, a lesbian.

1934: Hollywood studios enact the Motion Picture Production (Hays) Code prohibiting all references to homosexuality.

1936-45: Nazi Germany - 100,000 men are imprisoned in concentration camps where they are labeled with pink triangles. After the war, many are kept in prison to serve out their sentences.
1940's - 1960's

1943: U.S. military bars gays and lesbians from serving in the Armed Forces.

1952: Congress bans gay and lesbian foreigners from entering the country.

1953: NOT WELCOME

1955: In San Francisco, Del Martin and Phyllis Lyon found the Daughters of Bilitis, the 1st lesbian organization in the U.S.

1956: Mattachine Society leads first gay rights rally at United Nations.

1961: Illinois is first state to abolish its laws against consensual gay sex.

1961: In San Francisco, Jose Sarria becomes the country's first openly gay candidate for public office.

1963: Martin Luther King “March on Washington” organized by openly gay civil rights activist Bayard Rustin.

1969: In New York City, police raid the gay bar called Stonewall Inn. The 4-day "Stonewall Riots" are now viewed as the start of the gay and lesbian liberation movement.
1970’s

1973: The American Psychiatric Association affirms that homosexuality can no longer be classified as a mental disorder.

1974: First gay civil rights bill, introduced in Congress.

1975: Santa Cruz County becomes first U.S. county to ban discrimination against gays and lesbians.

1978: In San Francisco, Rainbow Flag is designed by Gilbert Baker.

1978: In San Francisco, Supervisor Harvey Milk and Mayor George Moscone are assassinated by Dan White.

1970: In New York City, the first Gay and Lesbian Pride March is held to commemorate the Stonewall Riots; annual freedom parades and pride parades nationwide continue to this day.

1974: Nation’s first openly lesbian candidate, Kathy Kozachenko, is elected in Michigan to Ann Arbor City Council.

1978: California voters defeat the Briggs initiative, which would have barred gays and lesbians from teaching in public schools.

1972: East Lansing, Michigan, becomes the first city in the U.S. to ban anti-gay bias in city hiring.
21st CENTURY

2000: Vermont becomes first state to offer civil unions for same-sex couples.

2001: Federal judge upholds Florida law that bans gays from adopting children.

2003: In Lawrence v. Texas, the U.S. Supreme Court rules that laws against private, consensual, non-commercial sex between adults are a violation of the Fourteenth Amendment.

2003: The first public high school for GLBT youth, Harvey Milk High School, is opened in New York City.

2004: Federal marriage amendment defeated.

2004: The U.S. Supreme Court refuses to intervene as Massachusetts issues marriage licenses to same-sex couples in the state.

2007: Massachusetts legislature voted 151 to 45 against the amendment to define marriage as between a man and a woman.
For People Who Work with GLBTQ Youth….

1. Don’t be surprised when a youth “comes out” to you.
   - They may have tested you with a series of “trial balloons” over a period of time. Based on your previous responses they’ve decided you can be trusted and helpful.

2. Respect confidentiality.
   - If a gay, lesbian, bisexual, transgender, or questioning (GLBTQ) youth shares with you information about his or her sexual orientation or gender identity, you have a trust that must be respected.

3. Be informed and examine your own biases.
   - Most of us have been exposed to a homophobic and transphobic society, which has been influenced by misinformation and fear.
   - You can’t be free of your biases just by deciding to be. Read reliable sources and talk to qualified individuals about your own thoughts and feelings.

4. Know when and where to seek help.
   - Know the reputable referral agencies and counselors in your area. Gay help lines can provide professional persons and organizations that are qualified to help. Tell them who you are, and what kind of assistance you need. The university counseling center is a great resource for GLBTQ youth and their allies.

5. Maintain a balanced perspective.
   - Sexual thoughts and feelings are only a small part of a person’s personality. Make sure you explore all facets of a GLBTQ youth’s life.

6. Understand the meaning of sexual orientation and gender identity.
   - Each person’s sexual orientation is what is right for that person. It is not a matter of sexual preference. Understand that one’s sense of gender identity is a separate issue with unique complexities and challenges.

7. Deal with feelings first.
   - Most GLBTQ youth feel alone, afraid and guilty. You can assist by listening, thus allowing them to release feelings and thoughts that are often in conflict.
8. Be supportive.
   - Explain that many people have struggled with these issues in the past. Admit that dealing with one’s sexuality or gender identity that is different from one’s birth sex is difficult. There are no easy and fast answers whether heterosexual, bisexual, gay, lesbian, or transgender. Keep the door open for more conversations if needed. Be aware that so called “reparative therapy” has been discredited by all major mental health professional associations and can be harmful.

9. Anticipate some confusion.
   - Most youth are sure of their sexual orientation by the time they finish eighth grade and the same appears to be true with gender identity. But, some young people will be confused and unsure. They have to work through their own feelings and thoughts.

    - If you are heterosexual, or comfortable with your birth sex, you probably don’t understand what it means to be different in these ways. Clues for how you can help will come from the individual themselves. Don’t force him or her into your frame of reference to make it easier for you to understand.

11. Don’t try to guess who’s GLBTQ.
    - It is not helpful for you or for the youth you serve. We live in a world of stereotypes that do people and injustice; do not be tempted to perpetuate old myths.

12. Challenge homophobic remarks and jokes.
    - Speak up when someone makes disparaging remarks about GLBTQ people, or thoughtlessly uses anti-gay language, just as you would any other slurs. Don’t perpetuate injustice through silence.

*Adapted from PFLAG*
<table>
<thead>
<tr>
<th>GLBTQ</th>
<th>G</th>
<th>L</th>
<th>B</th>
<th>T</th>
<th>Q</th>
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<tbody>
<tr>
<td>Where does the pink upside down triangle originate?</td>
<td>When is National Coming Out day?</td>
<td>Name the major athletic competition for LGBT persons held every four years since 1982.</td>
<td>Where does the term Lesbian originate?</td>
<td>Find someone who saw the movie TRANSAMERICA and ask them who starred as the main character.</td>
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<tr>
<td>When did the American Psychiatric Association remove homosexuality from its list of disturbances?</td>
<td>What is the name of the gay bar where riots broke out?</td>
<td>What college formed the first lesbian sorority in 1988?</td>
<td>What 19th century lesbian social worker was the 1st American Woman to win the Nobel Prize?</td>
<td>What two popular TV shows currently have openly Gay characters?</td>
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<tr>
<td>Where does the term &quot;faggot&quot; originate?</td>
<td>What is the name of the largest study done on human sexuality?</td>
<td>Find someone who has an openly gay friend or family member.</td>
<td>What is the penalty for being LGBT in Saudi Arabia and Iran?</td>
<td>What is the most widely recognized symbol of Gay Pride around the world?</td>
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<tr>
<td>What does HRC Stand for?</td>
<td>Find someone who knows what GAYDAR is.</td>
<td>What prolific gay American playwright won 2 Pulitzer Prizes and 4 New York Drama Critic awards for best play?</td>
<td>Find someone who knows the name of Kyle’s gay dog on South Park.</td>
<td>What is the believed percentage of LGBT persons in society?</td>
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<tr>
<td>What are freedom rings?</td>
<td>What does the term outing mean?</td>
<td>What city was the 1st in the US to provide benefits to domestic partners of its employees?</td>
<td>Who was the 1st professional athlete to come out of the closet while actively competing?</td>
<td>What is the name of the national organization for families of LGBT people?</td>
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ALLY DEVELOPMENT

Four Levels of Ally Development (Coming Out as an Ally)

- **Awareness**
  - It is important to become more aware of who you are and how you are different from and similar to lesbian, gay, bisexual, and transgender people.

- **Knowledge/Education**
  - You must begin to acquire knowledge about sexual orientation and what the experience is for the lesbian, gay, bisexual, and transgender persons in society and your campus community.

- **Skills**
  - You must develop skills in communicating the knowledge that you have learned.

- **Action**
  - Actions is, without a doubt the only way we can affect change in society as a whole; for, if we keep our awareness, knowledge, and skills to ourselves, we deprive the rest of the world of what we have learned, thus keeping them from having the fullest possible life.

*Adapted from Molly Holmes, 2004 from Western Illinois University’s Safe Space Program

Qualities of being an Ally

An ally possesses many characteristics that enable him/her to be effective in the role of advocate and supporter for LGBT people. These traits are not simply obtained, nor are they developed over night. After many months or even years of personal experience and/or education, you too will obtain these qualities.

1. An ally is in touch with his/her own personal and sexual identity.
2. An ally works to develop an understanding of people who are different from him/her.
3. An ally takes the responsibility to initiate change in society.
4. An ally believes that being an ally is in his/her own self-interest.
5. An ally has a good sense of humor.
6. An ally chooses to align with LGBT persons and responds to her or his needs.
7. An ally is able to acknowledge and articulate how patterns of fear or oppression have operated in his or her life.
8. An ally expects to make some mistakes but does not use it as an excuse for non-action.
9. An ally knows that both sides of an ally relationship have a clear responsibility for her or his own response to the oppression whether or not persons on the other side choose to respond.

10. An ally expects support from other allies.


**Being an Ally**

Ally development goes beyond the scope of LGBT persons. Being an ally and ally development can pertain to work with any group viewed as “other” to a majority population. This can be inclusive of race, religion, political viewpoint, able-bodiedness, etc. To come out as an ally involves taking a stand and saying that I am willing to support people who may or may not be like me.

One of the most important parts of being an ally is to realize that it’s not about me, the ally, but it’s about the person who has chosen to come to me to share an important piece of them. Allies come in all forms, shapes, colors, and sizes. There is no magic quality that makes someone an ally. But rather it is a willingness to listen, to support, to educate oneself, and to seek to create an inclusive environment for others.

**How to be there when someone Comes Out**

- Be a good listener
- Respect the person’s timeline
- Educate yourself
  - Talk again with the individual who came out to you
Identity Development Scenarios

Scenario 1
May begin to grieve for losses and the things she or he will give up by embracing his or her sexual orientation. May compartmentalize her or his sexuality. Accepts lesbian, gay definition of behavior but maintains "heterosexual" identity of self. Tells oneself, "It's only temporary"; I'm just in love with this particular woman/man," etc.

Scenario 2
Accepts gay or lesbian self identification. May compartmentalize "gay life." Maintains less and less contact with heterosexual community. Attempts to "fit in" and "not make waves" within the gay and lesbian community. Begins some selective disclosures of sexual identity. More social coming out; more comfortable being seen with groups of men or women that are identified as "gay." More realistic evaluation of situation.

Scenario 3
Will avoid information about lesbians and gays; inhibit behavior; deny homosexuality ("experimenting," "an accident," "just drunk"). Males: May keep emotional involvement separate from sexual contact; Females: May have deep relationships that are non-sexual, though strongly emotional.
Theories of Sexual Identity Development
Cass’s Model of Coming Out

**Identity Confusion**
See self as member of mainstream group.
Denial of inner feelings.
*Who am I?*
*Am I different?*

**Identity Comparison**
Begin to come out of the “fog.”
*Maybe I am gay.*
*I’m alone.*
*What are gay people like?*

**Identity Tolerance**
Encounter someone or something that breaks through the denial system.
*I accept the possibility that I may be gay.*
Looking for gay contacts.

**Identity Acceptance**
Exploring subculture activities, readings, etc.
*I am gay. Am I okay?*
*Come out to some people with care.*

**Identity Pride**
Feel arrogance/pride in new identity and deep rage toward majority culture.
May adopt/heghten stereotypical behaviors or characteristics.
(i.e. “I’m different and proud of it!”)
May isolate self from mainstream values and activities.
*I am proud to be gay.*
*I don’t (and won’t) pass for straight.*

**Identity Synthesis**
Acceptance and integration of new identity.
May go through five stages of grief to let go of old identity and all advantages of heterosexual privilege.
Internalize pride/positive feelings about identity.
Typically is “out” (with friends, family, at work).
More at peace with self.
*I am an okay person who happens to be gay*

D’Augelli’s Model of Sexual Identity Development

D’Augelli identified six interactive processes (not stages) involved in lesbian, gay, and bisexual identity development.

Exiting heterosexual identity
Recognition that one’s feelings and attractions are not heterosexual as well as telling others that one is lesbian, gay, or bisexual.

Developing a personal lesbian/gay/bisexual identity status
A “sense of personal socio-affective stability that effectively summarizes thoughts, feelings, and desires” (D’Augelli 1994). One must also challenge internalized myths about what it means to be gay, lesbian, or bisexual. Developing a personal identity status must be done in relationship with others who can confirm ideas about what it means to be nonheterosexual.

Developing a lesbian/gay/bisexual social identity
Creating a support network of people who know and accept one’s sexual orientation. Determining people’s true reactions can take time. Reactions may also change over time and with changing circumstances.

Becoming a lesbian/gay/bisexual offspring
Disclosing one’s identity to parents and redefining one’s relationship after such disclosure. D’Augelli noted that establishing a positive relationship with one’s parents can take time but is possible with education and patience. This developmental process is particularly troublesome for many college students who depend on their parents for financial as well as emotional support.

Developing a lesbian/gay/bisexual intimacy status
This is a more complex process than achieving an intimate heterosexual relationship because of the invisibility of lesbian and gay couples in our society. “The lack of cultural scripts directly applicable to lesbian/gay/bisexual people leads to ambiguity and uncertainty, but it also forces the emergence of personal, couple-specific, and community norms, which should be more personally adaptive” (D’Augelli, 1994).

Entering a lesbian/gay/bisexual community
Making varying degrees of commitment to social and political action. Some individuals never take this step; others do so only at great personal risk, such as losing their jobs or housing.


### Fassinger’s Model of Sexual Identity Development

In her stage based model, Fassinger postulates that individuals go through both individual sexual identity development and group membership identity development. These stages do not need to be passed co-currently.

<table>
<thead>
<tr>
<th>Individual Sexual Identity Development</th>
<th>Group Membership Identity Development</th>
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<tr>
<td><strong>Phase 1: Awareness.</strong>&lt;br&gt;This phase describes an awareness of sexual feelings and desires that are different than heterosexual norms. Non-conscious beliefs about sexuality may be questioned. An individual in this phase may experience confusion, fear, and bewilderment.</td>
<td><strong>Phase 1: Awareness.</strong>&lt;br&gt;In this phase there is awareness that heterosexuality is not a universal norm. The realization that different sexual orientations exist may result in feelings of confusion and bewilderment. The individual is likely to understand that alternative sexual orientations exist, but not be aware of the oppression of those groups.</td>
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<td><strong>Phase 2: Exploration.</strong>&lt;br&gt;The second phase involves exploration of sexual feelings toward people of the same sex or one particular individual of the same sex. Sexual behaviors are not necessarily explored. Affective states are likely to include longing, excitement, and wonder.</td>
<td><strong>Phase 2: Exploration.</strong>&lt;br&gt;The individual in the exploration phase searches to define his or her position in the lesbian/gay community and may experience a wide range of attitudes depending on the extent of internalized homophobia and the accessibility of information about the community. An increasing awareness of heterosexism may produce anger, anxiety, and guilt, but exploring the existence of other lesbians/gays may also allow for excitement, curiosity, and joy.</td>
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<td><strong>Phase 3: Deepening/Commitment.</strong>&lt;br&gt;An individual in this phase may experience a deepening of sexual and emotional knowledge of self as well as a stronger commitment to self-fulfillment. This commitment is likely to affect the group identity process and may require addressing some group membership.</td>
<td><strong>Phase 3: Deepening/Commitment.</strong>&lt;br&gt;This phase affords a deeper understanding of the values and oppression of the lesbian/gay community. There is an increased awareness of the possible consequences of commitment to involvement in the lesbian/gay community. Feelings of...</td>
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tasks. Crystallization of some choices about sexuality may occur in this phase. One is likely to feel some combination of anger, sadness, acceptance, and self-assurance.

Phase 4: Internalization/Synthesis.
In the final phase, the individual has more fully integrated same-sex desire/love into his or her total self-concept. This is likely the result of years of emotional and sexual exploration. One’s role identity is synthesized into ego identity, creating a sense of consistency, certainty, and unwillingness to change.

Phase 4: Internalization/Synthesis.
The individual in this phase has internalized his or her identity as a member of the lesbian/gay community and may experience feelings of consistency, fulfillment, and security. An awareness of oneself as a member of an oppressed group does not mean one has become politically active. There is movement toward individualized evaluation of gays and non-gays and toward an integrated worldview.

Taken from: Coming Out Straight (N.D.) Accessed online November 1, 2006 from http://www.arr-the-kraken.com/straight/Fassinger.php
Facts Regarding Issues Transgender Individuals Face:

a. Of the fifty states, only Minnesota protects Transgender people from job and housing discrimination.

b. Even when legal protections for gay men and lesbians exist, they do not generally cover Transgender people because very few communities explicitly state “gender identity” or “gender expression” in their protection ordinances.

c. Violence against Transgender people can be particularly brutal. In 1997, in Washington D.C., a pre-operative transsexual woman named Tyra Hunter was fatally injured in a car accident. Paramedics at first refused to treat her after they discovered she had male genitalia, laughing and mocking her as she lay dying.

d. Most insurance companies, employee health plans and HMOs specifically exempt coverage for sex reassignment surgery, hormones, counseling or electrolysis. This decisions is made due to the classification of SRS being purely cosmetic.

e. Transgender people with children are often denied custodial or visitation rights in divorce settlements.
Heterosexual Questionnaire
How Do You Know That You Are Straight?

1. What do you think caused your heterosexuality?
2. When and how did you first decide that your were heterosexual?
3. Is it possible that your heterosexuality is just a phase that you may grow out of, or that you’re just experimenting?
4. If you’ve never slept with someone of the same sex, is it possible that all you need is a good gay lover?
5. Is it possible that your heterosexuality stems from a bad experience with a member of the same sex? Or a fear of the same sex?
6. To who have you disclosed your heterosexual tendencies? How did they react when you told them?
7. Why do you heterosexuals feel compelled to seduce others into your lifestyle? Your lifestyle doesn’t offend me, as long as I don’t have to see it.
8. Why do you insist on flaunting your heterosexuality? Can’t you just be who you are and keep quiet?
9. Why do heterosexuals place so much emphasis on sex?
10. Considering the battering, abuse and divorce rate associated with heterosexual coupling, why would you want to enter into that kind of relationship?
11. A disproportionate number of child molesters are heterosexuals. Do you consider it safe to expose your children to heterosexual teachers?
12. Do heterosexuals hate and/or distrust members of their own sex? Is that what makes them heterosexual?
13. With all the societal support marriage receives the divorce rate is spiraling. Why are there so few stable relationships among heterosexuals?
Heterosexual Privilege Checklist

The following are examples of privileges experienced by heterosexuals that are not automatically extended to members of the GLBTQA community.

The privilege of:
1. Having a recognized marriage
2. Having other people celebrate your marriage
3. Paid leave from employment when grieving for the death of your partner
4. Inheriting from your partner/lover/companion automatically under probation laws
5. Sharing health insurance
6. Receiving discounted Auto insurance rates for being married
7. Receiving discounted home owner insurance for being married
8. Being able to see your partner immediately if in an accident or emergency
9. Not being subjected to scrutiny in your job and being able to be promoted without your sexuality being questioned
10. Adopting children
11. Filing joint tax returns
12. Able to obtain child custody
13. Kissing/hugging/being affectionate in public without threat or punishment
14. Freely being able to discuss with others your relationship
15. Being able to discuss multiple family planning options
16. Not questioning normalcy both sexually and culturally
17. Being able to find role models of the same sexual orientation
18. Reading books or seeing movies about a relationship you wish you could have
19. Having multiple positive TV role models
20. Having others attend to your broken heart when a relationship ends
21. Being a foster-parent
22. Being employed as a pre-school or elementary school teacher without assuming you are corrupt
23. Dating the person you desire in your teens
24. Raising children without worrying about people rejecting your children because of your sexual orientation
25. Raising children without worrying about state intervention
26. Living openly with your partner
27. Receiving validation from the religious community
28. Being accepted by your neighbors, colleagues and new friends
29. Being able to serve in the military without fear of your sexual orientation
30. Not having to hide and lie about women-only/men-only activities
Heterosexist Normativity Exercise

Break up participants into two person same sex pairs. Explain to participants that they are now involved in a same sex relationship and are to think about things from that perspective. Ask the participants to discuss and write down how they would decide the following situations:

1. Where will you live? City/suburb/rural?
2. How will you deal with bills/finances? Who will pay? How will you decide?
3. Will you both be open about your relationship with your families? How will you decide how to do this?
4. Who will work?
5. Will you be open about your sexuality at work?
6. Will you have children? If so, how will you go about making this happen?
7. How will you delegate household chores? Discuss in detail who will do what around the house.
8. Will you get married? How will you go about doing so?
9. What do you see as some of the possible complications that could arise from your relationship?
10. What do you see as some of the easiest parts of your relationship?
Common Issues Transgender Students Face

Given the information already known about Transgender students. Brainstorm some of the issues that T students might face on a college campus.

A. Please make sure that after the compiling of the list is completed, the following issues are mentioned in some capacity
   a. Human Rights/Equal Opportunity statements
   b. Health Care on Campus
   c. Housing Needs
   d. Student Record Updating/Legalizing Campus Records
   e. Student Safety/Campus Police
   f. Privacy Issues and the Constant Fear of Being Outed

B. The following are common issues Transgender students face:
   a. Of the fifty states, only Minnesota protects Transgender people from job and housing discrimination
   b. Even when legal protections for gay men and lesbians exist, they do not generally cover Transgender people because very few communities explicitly state “gender identity” or “gender expression” in their protection ordinances
   c. Violence against Transgender people can be particularly brutal. In 1997, in Washington D.C. a pre-operative transsexual woman named Tyra Hunter was fatally injured in a car accident. Paramedics at first refused to treat her after they discovered she had male genitalia, laughing and mocking her as she lay dying.
   d. Most insurance companies, employee health plans and HMOs specifically exempt coverage for sex reassignment surgery, hormones, counseling or electrolysis. This decision is made due to the classification of SRS being purely cosmetic.
   e. Transgender people with children are often denied custodial or visitation rights in divorce settlements.
Hello Out There

I may be your friend, lover or colleague.
I may be your physician, lawyer, minister or anyone.
You see me but have never seen me.
You know me but you really don’t know me.
In fact, I don't really know myself, but I'm trying.

I am a transgendered person; you know, one of those odd people
You've read about or seen on a talk show.
My brothers and sisters are more numerous than you think.
Why don’t you see us? Because we are afraid of you,
Of what you will say and how you will treat us when you know.

So we hide.
That is, we hide until we can stand the shadows no longer.
Then, for a number of us it means a terrifying beginning,
For others it means the end of life.

You are lucky. Your genetic gender, your gender identity and your sexual
preference are aligned with society’s “norm”.
Everyone questions who they are, but imagine that question
Repeated a thoughts times, each day, even invading your dreams.
But really try to imagine not knowing the answer!
That is the “norm” for us.

So why I am tell you all of this?
Because you may be there when one of us finally attempts
The transition from one gender role to the other.
This is the most difficult time for a transgendered person.
Try to envision what it would be like to have to live
Thorough your teenage years but as an adult.
We will make mistakes and dress funny,
But we do not wish to harm anyone.

We are also very lonely because people tend to avoid us.
So, I am asking you to be patient and try to understand
Even if you don’t wish to help.
If you do wish to help, you may find a rewarding experience;
We will learn and grow together.

~excerpt from True Selves (1996)
Transgender Definitions

Transgender: Blanket term for any person whose internal gender identity differs from physiological gender

Intersex: People born with both male and female reproductive parts

Gender Queer: An individual that does not identify with being male or female

Drag queens: Gay men (usually) who dress in a feminine manner

She-males: A genetic male who has physical characteristics of both male and female by choice

Gender Dysphoria: Gender Confusion

Gender bender: Acts outside the generally accepted norms of behavior

Sexual Reassignment Surgery (SRS): Term used for the set of surgeries to alter the gender of an individual

MTF: Male to Female

FTM: Female to Male

Gender Identity: Personal deeply held conviction and deeply felt inner awareness that we belong to one gender or another

Crossliving: Living, working, playing full-time in the gender one feels oneself to be, in opposition to the gender assigned at birth; often refers to the transition time prior to surgery

Gender: Culturally determined social, psychological and behavioral traits typically associated with being male or female

Tuck: Hiding male genitals so that they do not cause embarrassing bulge under female clothing

Harry Benjamin: Grandfather of Transsexualism

Sex: Biological classification of being male or female, usually based upon external genitals
How Can Your Campus Be More Trans-Inclusive?

Language and Process
- Have a college non-discrimination policy that includes “gender identity or expression”
- If your office has its own non-discrimination policy or diversity statement, be sure that it includes “gender identity/expression”
- Have protocols that address the needs of students, including your student employees, who transition or otherwise change their gender expression.
- Establish a simple, one-stop procedure for transitioning employees and students to change their name and gender designation on all of their records and documents.
- Make sure that the language on your website and printed materials refers to “people of all genders” rather than just “men and women”
- If you need to know the gender of students, revise forms to enable transgender students to self-identify, if they choose. Rather than “sex: male or female,” you can use “gender: male, female or self-identify ______” or “gender: ______.”
- If you take demographic information from students by phone, be sure to ask and not presume their gender.

Physical Access
- Create gender-neutral restrooms (single-stall, lockable unisex bathrooms) when all buildings, including residence halls, are constructed or renovated.
- Create private changing facilities and single-person showers when residence halls and recreation centers are constructed or renovated.
- Have an inclusive housing policy that enables transgender students to be housed in keeping with their gender identity/expression and, if desired, to have a single room.
- Establish a LGBT and Allies living and learning program and/or offer gender-neutral housing option.

Organization Inclusion
- Gender-segregated organizations and programs, including some student groups, intramural and varsity sports teams, and fraternities and sororities should have policies and practices that enable transgender students to join, where it is appropriate and not limited by national organizational policies.
Support Services
- Hire therapists who are knowledgeable about transgender concerns
- Enable insurance coverage for trans-related psychotherapy, hormone replacement therapy and gender reassignment surgeries.

Education
- Require all Student Affairs staff to attend a training session on transgender issues
- Created a web-based campus resources guide for new and prospective transgender students
- Know community resources that could assist transgender students
- Sponsor transgender speakers, performers and other programs.

*Developed by Brett Beemyn, GLBT Student Services, the Multicultural Center, Ohio State University 614-688-8449, glbtss@osu.edu, http://multiculturalcenter.osu.edu/glbtss
1. Lucy, a female transsexual student at your college, is assaulted but not seriously injured by three unidentified men in an anti-transgender hate crime the previous evening. The attack occurs on campus and the perpetrators are thought to be other students. Seeing that you have a “Safe Zone” placard on your office door, Lucy comes to you first for support. What steps might you take to help her? How might her needs be different from a non-transsexual student who has been assaulted?

2. Charlie, a male transsexual student who lives on a female floor in one of your university's residence halls, is planning to begin taking testosterone the following semester. He has heard others in his building make negative comments about "that dyke" and, at one point, anti-lesbian epithets were scrawled on the dry erase board of his door. His female roommate has also been antagonistic, especially after he began binding his breasts. Charlie would like to continue to live on campus, but cannot afford a single room. Assuming the role of an administrator in residence life, how do you serve his needs? If you were to work elsewhere in student affairs, how might you advocate on Charlie’s behalf if he asks for your support?

3. Your university’s health plan has a clause specifically excluding “transsexual surgery or any treatment leading to or in connection with transsexual surgery.” The campus health center is using this clause to deny hormones to transsexual students, some of whom are protesting the policy as an act of anti-transgender discrimination. Assuming the role of the Dean of Students, how do you address their complaint? If you were to work elsewhere in student affairs, how would you make a case to the administration on behalf of the students?

4. Sally, a female transsexual student, approaches you as department chair. She complains that a faculty member in the department continues to call her by her male given name and to refer to her as "he," even though she has asked the professor several times to use her correct name and gender. How do you address Sally's complaint?

5. Linus, a male-presenting transsexual student, wants to change the female name and gender status on his records. However, he is told by the school’s registrar’s office that they won’t alter his records unless he receives a court-ordered name change and brings in a letter from his doctor indicating that he has completed sex-reassignment surgery. Linus states that he cannot afford these procedures and hasn’t decided for sure that he even wants surgery. He
comes to you as the director of the campus LGBT center. How do you intervene in this situation?

**Case Studies for Faculty/Staff**

What to do if...Suggestion Solutions to Campus Transgender Scenarios
(Suggestions made by attendees of the LGBT Institute at the 2004 NASPA Conference)

1) Lucy, a female transsexual student at your college, is assaulted but not seriously injured by three unidentified men in an anti-transgender hate crime the previous evening. The attack occurs on campus and the perpetrators are thought to be other students. Seeing that you have a "Safe Zone" placard on your office door, Lucy comes to you first for support. What steps might you take to help her? How might her needs be different from a non-transsexual student who has been assaulted?

- Listen to the student and honor her needs
- If she wants to report the attack to the police or needs medical care, offer to accompany her
- Provide her with emotional support and help her navigate the system
- Recognize that other aspects of her identity will have an impact on how she perceives and reacts to the attack and the extent of her safety net
- If she doesn't have a strong safety net, help her to develop one
- Recognize that she will not necessarily be supported by other women and LGB individuals, or organizations and services for women and LGB people
- Maintain her anonymity (on campuses with few out transgender people, this is especially challenging and important)
- Immediately communicate with transgender students and trans-inclusive student groups to help ensure the safety of other gender-variant students
- Communicate appropriate information about the attack to the rest of the campus community to help prevent further victimization, enlighten people about anti-transgender violence, and hopefully catch the perpetrators
- Look for ways to improve campus safety based on the particulars of the incident
- Recognize that there might be greater trans support services and resources available off-campus
- Campuses should have systems and safety teams in place to address hate crimes before incidents occur, so that the response can be swift, coordinated, and best serve the needs of the survivor

2) Charlie, a male transsexual student who lives on a female floor in one of your university's residence halls, is planning to begin taking testosterone the following
semester. He has heard others in his building make negative comments about "that dyke" and, at one point, anti-lesbian epithets were scrawled on the dry erase board of his door. His female roommate has also been antagonistic, especially after he began binding his breasts. Charlie would like to continue to live on campus, but cannot afford a single room. Assuming the role of an administrator in residence life, how do you serve his needs? If you were to work elsewhere in student affairs, how might you advocate on Charlie's behalf if he asks for your support?

- Support the student in his choice of hall and living arrangements
- Create a safety net and buddy system for the student
- Provide trans education to the floor and hall
- Develop a program to conduct trans education workshops across campus
- Have a fund that could be used to support trans student who want but cannot afford a single
- Make sure that the student has access to unisex bathrooms in his hall and across campus. If gender-free bathrooms don't exist, work to create them
- Have a non-discrimination policy that includes gender identity or expression
- Use trans-inclusive language on forms and in practice
- Have procedures in place to help transgender students before the need arises
- Trans housing concerns should be addressed on a case-by-case basis to ensure that the needs of the particular student are met

3) Your university's health plan has a clause specifically excluding "transsexual surgery or any treatment leading to or in connection with transsexual surgery." The campus health center is using this clause to deny hormones to transsexual students, some of whom are protesting the policy as an act of anti-transgender discrimination. Assuming the role of the Dean of Students, how do you address their complaint? If you were to work elsewhere in student affairs, how would you make a case to the administration on behalf of the students?

- As the dean, you need to advocate for transgender students too
- Help the students find and navigate available support services
- Look into the legal, economic, and political aspects of providing coverage
- Investigate how many transsexual students are affected by the denial of hormones
- See how other campuses handle the issue
Investigate the extent to which hormones are provided for other health care needs, with the aim of making a case that transsexual students are experiencing discrimination.

If the campus has a non-discrimination policy that includes gender identity or expression, does the health-care policy violate it?

4) Sally, a female transsexual student, approaches you as department chair. She complains that a faculty member in the department continues to call her by her male given name and to refer to her as "he," even though she has asked the professor several times to use her correct name and gender. How do you address Sally's complaint?

- Make sure the student is comfortable with the actions that are taken
- Help the student find any support she needs
- Look at the policies that protect students in such cases. If no policies exist, work to create them
- If the student is willing, perhaps pursue mediation
- If the option is available and the student is willing, enable her to change sections
- Require the faculty member and other faculty in the department to attend a trans education workshop
- Make education on LGBT issues an ongoing part of faculty development
- Be sure that trans issues are included in Safe Zone or Ally Program trainings

5) Linus, a male-presenting transsexual student, wants to change the female name and gender status on his records. However, he is told by the school's registrar's office that they won't alter his records unless he receives a court-ordered name change and brings in a letter from his doctor indicating that he has completed sex-reassignment surgery. Linus states that he cannot afford these procedures and hasn't decided for sure that he even wants surgery. He comes to you as the director of the campus LGBT center. How do you intervene in this situation?

- Investigate requirements under state law
- Research how many transsexual students are affected by the policy
- Consider how other campuses handle the issue
- Recognize that a student's gender expression and their campus records and identification have to be consistent for their safety and to help protect them from discrimination
- Make sure that Student Affairs offices like the registrar and human resources, which are often overlooked by Safe Zone or Ally Program trainings, are included
How to Be an Ally to Transgender and Intersex People

- Validate people’s gender expression. It is important to refer to a transgender person by the pronoun appropriate to her or his gender identity. In other words, if someone identifies as female, then refer to the person as “she”; if someone identifies as male, refer to the person as “he”. If you are not sure, ask him or her. Never use the word “it” when referring to someone who is transgendered. To do so is incredibly insulting and disrespectful. Some transgender people prefer to use gender-neutral pronouns; “hir” instead of “her” and “his”, and “sie” or “ze” instead of “she” and “he”.

- Use non-gender specific language. Ask, “are you seeing someone?” or “are you in a committed relationship?,” instead of “do you have boyfriend/girlfriend?” or “are you married?” Use the word “partner” or “significant other” instead of “boyfriend/girlfriend” or “husband/wife”

- Challenge your own conception about gender-appropriate roles and behaviors. Do not expect people to conform to society’s beliefs about “women” and “men”

- Do not assume that someone who is transgendered is lesbian, gay or bisexual or that the person will seek transition to become heterosexual.

- Do not automatically include intersex people in “transgender” and “queer” categories. Many intersex people do not feel included or represented by the trans and queer movements

  - Use the words “crossdresser” and “intersex” instead of “transvestite” and “hermaphrodite” respectively. The latter terms are considered pejorative.

- Never ask someone who is transgendered or intersexed about how she or he has sex or what his or her genitals look like. This is inappropriate in every situation

- Do not share the gender identity of individuals without their permission. Do not assume that everyone knows. The decision to tell someone about his or her gender should be left to that person

- When you learn about someone’s transgender identity, do not assume that it is a fad or a trend. While public discussions about transgenderism and transsexuality are a relatively recent phenomenon, most transgender people have dealt with their gender identity for many years, often at great personal and professional costs. It is important to trust that someone’s decision to present themselves as gender variant is not made lightly or without due consideration
• Educate yourself about others about transgender and intersex histories and concerns. Introduce trainings, readings and other resources to your colleagues to continue education efforts to deconstruct social norms around gender, sex, and sexual orientation.

• Work to change campus policies in areas such as housing, employment, student records and forms, and health care that discriminate against transgender people and seek to include gender identity/expression in your school’s non-discrimination policy.

*Developed by Brett Beemyn, GLBT Student Services, the Multicultural Center, Ohio State University 614-688-8449, glbtss@osu.edu, http://multiculturalcenter.osu.edu/glbtss
Safe Zone Scenarios

What if...

- My Safe Zone sign is torn off my room door?
  - Contact your safe zone leaders to get a new sign. Consider the fact that this may be an instance of discrimination as well.

- Others assume I’m LGBTQ because I have posted the Safe Zone sign on my door?
  - Ask yourself why this would matter. What’s an appropriate response to generate to help that person check out their own assumptions and biases?
  - An example could be “I am an ally. I understand the challenges that GLBT individuals face, and I think it’s important to __________________________(fill in the blanks with why you think it is important to be an ally).”

- Others ask me about someone else’s sexual orientation/identity?
  - Be careful not to out anyone. Try to help that person understand why they need to know whether or not someone is a certain orientation.
LGBT Resources
Affirming Internet Resources

Ball State University Safe Zone Program
www.bsu.edu/diversity/safezone
A resource based website that has information for GLBT allies. Specifically, it was designed as a resource for Ball State’s Safe Zone program. Information is presented on the coming out process, misconceptions about being GLBT, what it means to be an ally, etc… Also, links are available for camps wide organizations that support GLBT students.

Human Rights Campaign
www.hrc.org
The Human Rights Campaign, the largest national lesbian and gay political organization, envisions an America where lesbian and gay people are ensured of their basic equal rights—and can be open, honest and safe at home, at work and in the community. HRC has more than 360,000 members, both gay and non-gay -- all committed to making this vision a reality.

Adapted from Daniel Sullivan, JD

PFLAG
www.pflag.org
Parents, Families & Friends of Lesbians & Gays (PFLAG) is a national non-profit organization with over 200,000 members and supporters and over 500 affiliates in the United States. This vast grassroots network is cultivated, resourced and serviced by the PFLAG national office, located in Washington, D.C., the national Board of Directors and 13 Regional Directors.

GNC (Gay Christian Network)
www.gaychristian.net
The Gay Christian Network is a nonprofit ministry serving Christians who happen to be lesbian, gay, bisexual, or transgender.

National Gay and Lesbian Task Force (NGLTF)
www.thetaskforce.org
The mission of the NGLTF is to build the grassroots power of the lesbian, gay, bisexual and transgender (LGBT) community. We do this by training activists, equipping state and local organizations with the skills needed to organize broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation, and building the organizational capacity of out movement.

Rainbow Law
www.rainbowlaw.org/html/directoryIN.htm
Indiana Directory-LGBT business and Organizations Listings. Free legal documents for LGBT!
Youth Resource a project of ADVOCATES FOR YOUTH  www.youthresource.com

Advocates for Youth is dedicated to creating programs and advocating for policies that help young people make informed and responsible decisions about their reproductive and sexual health. Advocates provide information, training, and strategic assistance to youth-serving organizations, policy makers, youth activist, and the media in the United States and the developing world.

NASW-Indiana Chapter
Gay, Lesbian, Bisexual, Transgender Committee

GLBT Resource List
Last updated on 8/7/09

Inclusion on this list does not constitute endorsement by NASW Indiana Chapter or the GLBT Committee. The resources listed have been reported to the committee as GLBT affirming. Please explore the resources carefully to determine what is right for you.

Questions? Corrections? Additions? Please contact the GLBT Committee at naswin@naswin.org or 317.923.9878.

<table>
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<th>National</th>
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| **American Civil Liberties Union (ACLU)**
What: Consering America’s original civic values, including the extension of rights to segments of the population that have traditionally been denied their rights, including people of color; GLBT individuals; women; mental-health patients; prisoners; people with disabilities; and the poor.
Where: 125 Broad Street, 18th Floor
New York, NY 10004
Phone: 212.549.2627
E-mail: getequal@aclu.org
Web: www.aclu.org |

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<th>Gay and Lesbian National Hotline</th>
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<tr>
<th>Gay and Lesbian Alliance Against Defamation (GLAAD)</th>
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| What: Dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media as a means of eliminating homophobia and discrimination based on gender identity and sexual orientation.
Where: 248 West 35th Street, 8th Floor
New York, NY 10001
Phone: 212.629.3322
Fax: 212.629.3225
Web: www.glaad.org |

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<tr>
<th>Gay, Lesbian, and Straight Education Network (GLSEN)</th>
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| What: GLSEN strives to assure that each member of every school community is valued and respected regardless of sexual orientation or gender identity/expression.
Mail: 90 Broad Street 2nd Floor, New York, NY 10004
Phone: 212.727.0135
Fax: 212.727.0254
E-mail: glsen@glsen.org
Web: http://www.glsen.org/cgi-bin/iowa/all/about/index.html |

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<th>GLBT National Youth Hotline</th>
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| What: The Gay & Lesbian National Hotline provides telephone and email peer-counseling, as well as factual information and local resources for cities and towns across the United States.
When: Monday-Friday 4:00 pm - 12:00 am, Saturday 12:00 pm - 5:00 pm
Mailing: 2261 Market Street PMB #296
San Francisco, CA 94114
Phone: 888.843.4564 (toll free)
E-mail: info@GLBTNationalHelpCenter.org
Web: www.glbh.org |

When: Monday-Saturday 9:30 pm - 12:00 am
Mailing: 2261 Market Street PMB #296
San Francisco, CA 94114
Phone: 800.246.7743 (toll free)
E-mail: youth@GLBTNationalHelpCenter.org
Web: www.glbh.org

Human Rights Campaign (HRC)
What: HRC provides a national voice on GLBT issues; effectively lobbies Congress; mobilizes grassroots action in diverse communities; invests strategically to elect a fair-minded Congress; and increases public understanding through innovative education and communication strategies.

Where: 1640 Rhode Island Avenue NW
Washington, DC 20036
Phone: 202.628.4160
202.216.1572 TTY
800.777.4723 (toll free)
E-mail: hrc@hrc.org
Web: www.hrc.org

Lambda Legal
What: National organization committed to achieving full recognition of the civil rights of the GLBT community, and people with HIV or AIDS through impact litigation, education, and public policy work.

When: Tuesday 1:00 pm - 3:30 pm
Wednesday 2:00 pm - 4:30 pm
Thursday 10:30 am - 1:00 pm

Where: Midwest Regional Office, 11 East Adams, Suite 1008, Chicago, IL 60603-6303
Phone: 312.663.4413 (Help Desk)
Web: http://www.lambdalegal.org/cgi-bin/iowa/index.html

Log Cabin Republicans
What: The nation's leading voice for fairness, inclusion, and tolerance in the GOP. Log Cabin Republicans courageously stand on the front lines of today's most important battleground for gay and lesbian civil rights.

Where: 1901 Pennsylvania Avenue NW Suite 902
Washington, DC 20006
Phone: 202.347.5306
Fax: 202.347.5224
E-mail: membership@logcabin.org
Web: www.logcabin.org/logcabin/index

National Gay and Lesbian Task Force (NGLTF)
What: NGLTF is a national progressive organization working for the civil rights of the GLBT community, with the vision and commitment to building a powerful political movement.

Where: 1325 Massachusetts Avenue NW, Suite 600, Washington, DC 20005
Phone: 202.393.5177
202.393.2284 TTY
Fax: 202.393.2241
E-mail: ngltf@ngltf.org
Web: www.thetaskforce.org

National Stonewall Democrats
What: America’s only grassroots Democratic GLBT organization. They lead the Democratic Party to continue improving its record on issues important to the GLBT community.

Mailing: PO Box 9330, Washington, DC 20005
Phone: 202.625.1382
Fax: 202.625.1383
E-mail: field@stonewalldemocrats.org
Web: www.stonewalldemocrats.org

Servicemembers Legal Defense Network (SLDN)
What: SLDN is a non-partisan, non-profit, legal services, watchdog and policy organization dedicated to ending discrimination against military personnel affected by “Don’t Ask, Don’t Tell” (DADT).

Phone: 202.621.5416
Web: www.sldn.org

Old Lesbians Organizing for Change (OLOC)
What: National network of Old Lesbians over age 60 working to make life better for Old Lesbians and to confront ageism in our communities and our country using education and public discourse as primary tools.

Phone: 888-706-7506 (toll free)
Email: info@oloc.org
Web: www.oloc.org

COLAGE
What: COLAGE is a national movement of children, youth, and adults with one or more lesbian, gay, bisexual, transgender and/or queer (LGBTQ) parent/s. We build community and work toward social justice through youth empowerment, leadership development, education, and advocacy.

Where: 1550 Bryant Street Suite 830
San Francisco, CA 94103
Phone: 415.861.5437
PFLAG (Parents, Families, and Friends of Lesbians and Gays)
What: PFLAG promotes the health and well-being of GLBT persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights. Provides opportunity for dialogue about sexual orientation and gender identity, and acts to create a society that is healthy and respectful of human diversity.
Where: 1726 M Street, NW Suite 400
Washington, DC 20036
Phone: 202.467.8180
Fax: 202.467.8194
Web: www.pflag.org (Local chapter info available)

Soulforce
What: The purpose of Soulforce is freedom for GLBT individuals from religious and political oppression through the practice of relentless nonviolent resistance.
Mailing: PO Box 3195, Lynchburg, VA 24503-0195
E-mail: info@soulforce.org
Web: www.soulforce.org

Intersex Society of North America
What: The Intersex Society of North America (ISNA) is devoted to systemic change to end shame, secrecy, and unwanted genital surgeries for people born with an anatomy that someone decided is not standard for male or female.
Where: 979 Golf Course Drive #282
Rohnert Park, CA 94928
Web: www.isna.org/

Trevor Project Helpline
What: Crisis line that promotes tolerance and provides support and counseling (including suicide prevention counseling) to GLBT youth.
When: 24 hours a day
Where: 8581 Santa Monica Boulevard, Suite 558
West Hollywood, CA 90069
Phone: 866.488.7386 (toll free)
E-mail: support@thetrevorproject.org
Web: www.TheTrevorProject.org

Trans Youth Family Allies (TYFA)
What: TYFA empowers children and families by partnering with educators, service providers and communities, to develop supportive environments in which gender may be expressed and respected. We envision a society free of suicide and violence in which ALL children are respected and celebrated.
Phone: 888.462.8932 (toll free)
Web: www.imatyfa.org

Deaf Queer
What: Website hosting for deaf LGBT non-profits.
Web: www.deafqueer.net

GLBT Central (Disability Resources)
What: National website hosting for GLBT people with Hearing, Speaking and Vision Impairments, Paraplegic, and Mental Illness.
Email: glbt@glbtcentral.com
Web: www.glbtcentral.com/disability.html
### Benchmark Institute: Cultural Competence
Web: [http://www.benchmarkinstitute.org/glbt/](http://www.benchmarkinstitute.org/glbt/)

### Indiana / Statewide

#### Human Rights Campaign, Indiana Chapter (HRC)
What: Local representation for HRC in Indiana, and Louisville, KY. Provides local membership with information regarding national initiatives and keeps the national office informed of local initiatives.
Mailing: PO Box 1092, Indianapolis, IN 46206
Phone: 317.727.5901
E-mail: info@hrcindiana.org
Web: [www.hrcindiana.org](http://www.hrcindiana.org)

#### Indiana Civil Liberties Union (ICLU)
What: The mission of the ICLU is to defend the principles set forth in both the Indiana and U.S. Constitutions, particularly the Bill of Rights.
Where: 1031 East Washington Street, Indianapolis, IN 46202
Phone: 317.635.4059 Extension 227
Fax: 317.635.4105
E-mail: lsnethen@aclu-in.org
Web: [www.aclu-in.org](http://www.aclu-in.org)

#### Indiana Equality (IE)
What: Statewide coalition with the objective of amending the Indiana Civil Rights Law to include sexual orientation and gender identity, and oppose the discriminatory marriage amendment to Indiana's state constitution.
Mailing: PO Box 20621, Indianapolis, IN 46220
Phone: 888.567.0750 (toll free)
E-mail: ie@indianaequality.org
Web: [www.indianaequality.org](http://www.indianaequality.org)

#### Indiana Stonewall Democrats (ISD)
What: The state organization of GLBT Democrats and their friends. ISD is committed to improving the record of the Democratic Party and educating voters about the vast difference that exists between the two major parties on issues of importance to the GLBT community.
Mailing: PO Box 441445, Indianapolis, IN 46244
Phone: 317.637.3366 Extension 503
E-mail: info@instonewalldems.org
Web: [wwwinstonewalldems.org](http://wwwinstonewalldems.org)

#### Indiana Transgender Rights Advocacy Alliance (INTRA A)
What: Seeks to organize the transgender community and works through education and legislative efforts to create a society that values and protects freedom of gender expression and the right to gender self-determination for all.
Where: 1950 East Greyhound Pass, #18-304, Carmel, IN 46033
Mailing: PO Box 20386, Indianapolis, IN 46220
Phone: 317.466.2333
Fax: 888.657.1854 (toll free)
E-mail: info@intraa.org
Web: [www.intraa.org](http://www.intraa.org)

#### Indiana Youth Group (IYG)
What: Variety of programs and general information. Recreational and social activities for self-identified GLBT, and questioning young people (ages 12-20). Based on five core service areas: leadership development, educational development, personal development, social development, and information and referral.
When: Wednesday and Thursday 3:00 pm - 9:00 pm, Friday 3:00 pm -12:00 am, Saturday 6:00 pm -12:00 am
Where: 2943 East 46th Street, Indianapolis, IN 46205
Mailing: PO Box 20716, Indianapolis, IN 46220
Phone: 317.541.8726
Fax: 317.545.8594
Cost: Free
E-mail: info@indianayouthgroup.org
Web: [www.indianayouthgroup.org](http://www.indianayouthgroup.org)

#### Interfaith Coalition on Nondiscrimination (ICON)
What: ICON works to raise awareness about discrimination against GLBT people and to identify affirming clergy and congregations across the state.
Where: 2950 East 55th Place, Indianapolis, IN 46220
Who: Dan Funk
Phone: 317.722.0236
E-mail: dfunk@iconindiana.org
Web: [www.iconindiana.org](http://www.iconindiana.org)

#### Log Cabin Republicans-Indiana Chapter
What: Local chapter of the national Log Cabin Republicans, the nation's leading voice for fairness, inclusion, and tolerance in the GOP. Log Cabin Republicans courageously stand on the front lines of today's most important battleground for gay and lesbian civil rights.
Mailing: PO Box 2921, Indianapolis, IN 46206
Phone: 317.442.7788
E-Mail: Indy@logcabin.org
Web: www.logcabin.org

Central Indiana / Indianapolis

Citizens for Civil Rights
What: Nonprofit organization dedicated to advocacy, awareness, and education in human rights issues for all residents of Greater Lafayette.
Mailing: PO Box 2461, West Lafayette, IN 47906
E-Mail: ccr@nlci.com
Web: www.nlci.com/ccr

Damien Center
What: Provides services (care coordination, housing, pastoral, food & nutrition, career development) to persons in central Indiana infected with HIV/AIDS, as well as their affected friends and families.
Where: 26 North Arsenal Avenue
Indianapolis, IN 46201
Phone: 317.632.0123
800.213.1163 (toll free)
317.632.4259 TTY
E-mail: info@damien.org
Web: www.damien.org

Gay Indy
What: Non-for-profit volunteer organization designed to be an online clearinghouse of information for the GLBT community in Indianapolis and the surrounding areas.
Mailing: PO Box 47276, Indianapolis, IN 46247
E-mail: webmaster@gayindy.org
Web: www.gayindy.org

Greater Indianapolis Fairness Alliance
What: To secure and defend full civil rights for all GLBT people through education and non-partisan political action in the greater Indianapolis area.
Mailing: PO Box 20170, Indianapolis, IN 46220
Phone: 317.923.6566
E-mail: gifa@indyfairness.org
Web: www.indyfairness.org

Indiana Action Network (IAN)
What: A group of Hoosier activists dedicated to fighting injustice against the Indiana GLBT community.
Mailing: PO Box 20705, Indianapolis, IN 46220
E-mail: actionindy@hotmail.com
Web: www.indiana-action.net

Indiana Black Pride
What: An organization dedicated to promoting unity, strength, and pride within the African-American GLBT community.
Phone: 317.592.9529
Mailing: PO Box 44608, Indianapolis, IN 46244
E-mail: indianablackgaypride@yahoo.com
Web: www.indianablackpride.com

Indy Boyz
What: A peer-led social/support group for female-to-male (FTM) transgendered people in the Indianapolis and surrounding areas and their significant others, family, friends, and allies (SOFFAs).
Mailing: PO Box 34241, Indianapolis, IN 46234
Phone: 800.222.6000 (toll free)
E-mail: info@indyboyz.org
Web: www.indyboyz.org

Indy Pride
What: Indy Pride was formed to provide educational and social programming for all persons residing in the State of Indiana in the hopes that prejudice and discrimination would be eliminated.
Mailing: PO Box 44403, Indianapolis, IN 46244
E-mail: info@indyprideinc.com
Web: www.indyprideinc.org

Indy Rainbow Chamber of Commerce
What: Promotes businesses owned by, operated by, or supportive of the local GLBTA community; promotes GLBTA business participation in efforts to enhance economic development and quality of life; promotes
public appreciation of the contribution made by the GLBTA business community.

Mailing: 1075 Broadripple Avenue #270
Indianapolis, IN 46220
Phone: 317.466.2212
E-mail: info@indyrainbowchamber.org
Web: www.indyrainbowchamber.org

Indy SoulSistahs
What: Social group for black lesbians.
Mailing: PO Box 11775, Indianapolis, IN
Phone: 317.440.0065
E-mail: indysoulstahs@yahoo.com
Web: www.indysoulstahs.com

International Gender Support (IGS)
What: Offers social activities, support, and resource information to any gender dysphoric person, their families, friends, and service providers in Indianapolis and the Central Indiana area.

When: 1st Saturday and 3rd Tuesday of each month. Call for times.
Mailing: PO Box 425, Carmel, IN 46082
Phone: 317.299.5377 317.879.9150 (Outreach Line)
E-mail: kaylin@iquest.net
Web: http://members.iquest.net/~kaylin/igs.htm

LGBT Fairness
What: Lobbies for fairness on all levels of government. They cover the full range of issues of concern, including: hate crimes/victims rights, police/community relations, GLBT civil rights, AIDS, lesbian health, insurance, youth/education, and laws relating to rights to organize and raise funds politically and socially.
Mailing: PO Box 441396, Indianapolis, IN 46244
Phone: 317.780.0001

Southern Indiana

Bloomington TG Group
What: To provide a positive and supportive environment for all those in the transgender community.
Where: 2120 North Fee Lane, Bloomington, IN
When: 2nd Saturday of each month from 7:00 pm - 9:00 pm
Phone: 888.657.1854 Extension 2
E-mail: info@bloomingtontg.org
Web: www.bloomingtontg.org

GLBT Student Support Services of Indiana University
What: The GLBT Student Support Services office is a resource center for the entire Indiana University community, provides educational resources on GLBT issues, and offers information, support, and referrals for GLBT individuals and allies.
Where: 705 East 7th Street, Bloomington, IN 47408
Phone: 812.855.4252
Fax: 812.855.4465
E-mail: glbtserv@indiana.edu
Web: www.indiana.edu/~glbt

Gay/Straight Alliance of Columbus
What: The mission of the Gay/Straight Alliance is to nurture an all-inclusive, positive environment in the Columbus area through social action and education. By joining hands across the spectrum of sexualities and gender identities, they advocate the celebration of diversity.

Mailing: PO Box 1895, Columbus, IN 47202
Phone: 812.379.5854
E-mail: Columbus_GSA@comcast.net

LGBTQ Alliance of Indiana State University
What: The LGBTQ Alliance is a student-ran organization on the campus of Indiana State University. Their goal is to increase awareness and understanding of GLBTQ issues on campus.
Where: Terre Haute, IN
Phone: 812.237.3165
E-mail: wsschne@isugw.indstate.edu
Web: http://sapphire.indstate.edu/~Empflugshaup

Tri-State Alliance
What: A grass roots non-profit organization that serves the gay, lesbian, bisexual and transgender communities of Southwestern Indiana, Western Kentucky, and Southern Illinois. The group provides cultural competency training, a large GLBT youth group, registers and educate voters, educates elected officials of concerns of the regional GLBT communities, and sponsors monthly educational and social events.
Mailing: PO Box 2901, Evansville, IN 47728
Phone: 800.374.7162 (toll free) 812.422.5951
Northern Indiana

**AIDS Task Force**
What: HIV/AIDS prevention, education, advocacy, and support to people in northeast Indiana.
Where: 525 Oxford Street, Fort Wayne, IN 46806
Phone: 800.417.3085 (toll free) 260.744.1144
Fax: 260.745.0978
E-mail: info@aidsfortwayne.org
Web: www.aidsfortwayne.org

**Alcoholics Anonymous (AA)**
What: Closed AA meetings for GLBT persons.
When: Monday at 7:00 pm: Double Anonymity Group St. Joseph’s Church in South Bend. Wednesday at 7:00 pm: Step Meeting St. Joseph’s Church in South Bend. Saturday at 7:00 pm: Other Side Group Holy Cross College Student Center.
Phone: 574.234.7007
E-mail: info@michianasober.org
Web: www.michianasober.org

**Alternatives**
What: Social groups, discussion groups, support groups, youth group (ages 14-21), workshops, educational resources, resource library, GLBT-friendly referrals for businesses and healthcare providers, safer sex information, free HIV testing, volunteer programs. Serving the GLBT Community of Northwest Indiana.
Mailing: PO Box 1711, Highland, IN
Phone: 219.923.0095 888.NW1.GAYS (toll free)

**Fort Wayne Pride Festival**
What: Annual spring festival celebrating the GLBT Community in Fort Wayne.
When: Every June
Where: Headwaters Park, Fort Wayne, IN
Web: www.gayfortwayne.com

**Gender Café at Manchester College**
What: The mission of Gender Café is to promote awareness, discussion and education of gender issues in many facets of life within the Manchester community. Membership is open to anyone who has an interest in gender issues. Both those seeking to become activists and those who simply have a desire to become more aware of the problems men and women confront because of the ways in which gender is constructed are welcome.
When: Monthly meetings
Where: 604 East College Avenue
North Manchester, IN 46962
Phone: 260.982.5391

**United Sexualities of Indiana University-Purdue University Ft. Wayne (IPFW)**
What: United Sexualities is a support, education, and advocacy student organization serving the GLBT and questioning, and allied communities of IPFW and the greater Fort Wayne area.
When: Every Wednesday in the Walb Student Union from 7:00 pm - 9:00 pm
Where: 2101 East Coliseum Boulevard
Fort Wayne, IN 46805
Phone: 260.417.9166

**United Sexualities of Manchester College**
What: The United Sexualities organization exists with the intention of providing visible, tangible support for straight and GLBT members of the community. The organization meets once a week in a non-threatening space for members.
When: Weekly meetings
Where: 604 East College Avenue
North Manchester, IN 46962
Phone: 260.982.5352
Up the Stairs Community Center (UTSCC)
What: A meeting place and safe haven for the GLBT community in and around Fort Wayne. Center-sponsored activities, projects, and events designed to meet the needs of the GLBT community. Open to any GLBT-supportive non-profit groups for their activities.
Where: 514 East Washington Boulevard
Fort Wayne, IN 46802
Phone: 260.422.2450
E-mail: UTSCC2@utscc.org
Web: www.utscc.org

Gay, Lesbian, Bisexual, and Transgender (GLBT)
Resource Center of Michiana

What: A place to get together with friends, play a game, read, have a cup of coffee, or watch a movie. Free HIV testing is available. They have the ONLY transgender group in the region. Large assortment of GLBT books and magazines.
When: Open Monday – Thursday noon to 9pm; Friday & Saturday, noon to 10pm.
Where: Located in the 100 Center off Lincolnway in Mishawaka. Take the brick center street to the Brewery building (through the glass double-doors in the Professional Building entrance).
Phone: 574-254-1411
E-mail: info@glbtmichiana.org
Web: http://www.glbtmichiana.org/
Latino Social Workers Organization (LSWO)
What: The LSWO has a mission focused on the Recruitment and Retention of Latinos in Higher Education, Advocating for Cultural Competency within human service agencies, and as a provider of high quality continuing education programs.
Where: PO Box 8778, Rolling Meadow, IL  60008
Phone: 312.212.3857
Fax: 866.488.7813 (toll free)
Web: www.lswo.org

National Association of Black Social Workers (NABSW)
What: NABSW is designed to promote the welfare, survival, and liberation of the Black Community; and to advocate for social change at the national, state, and local level.
Where: 2305 Martin Luther King Ave. S.E.
      Washington, D.C. 20020
Phone: 202.678.4570
Fax: 202.678.4572
Email: nabsw.harambee@verizon.net
Web: www.nabsw.org

Asian Social Workers Network (ASWN)
What: ASWN offers social workers from throughout the United States to network, share, and learn.
Email: socialwork@aswn.org
Web: www.aswn.org

National Committee on LGBT Issues (NCLGBTI)
What: Established to enable NASW to further the cause of social justice by promoting and defending the rights of persons suffering injustices and oppression because they are lesbian, gay, bisexual or transgender.
Email: etomaszewski@naswdc.org
Web: www.socialworkers.org (under governance)
Non-Affirming Internet Resources

The following internet resources are very homophobic, hateful, and consist of propaganda promoting heterosexist attitudes. Be aware that if you visit some of these websites, it will actually donate money to promote anti GLBT organizations.

**American Family Association**  
www.afa.net  
The AFA specializes in leading corporate boycotts. The AFA’s main interests are fighting pornography, depictions of sexuality, and positive portrayals of gays in art and in the media. They have led the attack on ABC for showing “Ellen” as well as any other company with dares acknowledge gay customers, such as American Airlines.

**Exodus International**  
www.stonewallrevisited.com  
Exodus bills itself as the largest “gay reclamation” ministry. Exodus promotes the conversion of gay men and lesbians to heterosexuals through therapy and submission to Jesus Christ. Providing that turnabout is fair play, the founders of Exodus have since denounced their creation as a mistake and something which hurts thousands of very vulnerable people.

**The National Association for Research and Therapy of Homosexuality**  
www.narth.com  
NARTH is the leading pseudo-scientific group claiming to be able to “cure” gays and lesbians. Their mission statement reads: “A non-profit psychoanalytic, educational organization dedicated to research, therapy, and prevention of homosexuality.” They are led by disbarred former psychiatrist Charles W. Socarides.

**Operation Rescue**  
www.operationrescue.org  
Led by Randall Terry, Operation Rescue is perhaps best known for blockading abortion clinics; however, with the decline of abortion as a major issue, they are branching out into anti-gay activities as well. They advocate the use of force against gays and lesbians, including imprisonment and execution, and have considerable influence amongst the far, far right.

**Traditional Values Coalition**  
www.traditionalvalues.org  
Lou Sheldon leads this organization. It places opposition to equal rights for gays high on its agenda.